

IT'S TIME

A newsletter of the Steve Hicks School of Social Work
Office of the Associate Dean for Equity and Inclusion

ISN'T IT TIME?

In the 1970s, UT Austin students formed the Improvement of Minority Education, Enrollment, Employment, Equality, Etc. (TIME) to protest the injustices experienced by minority groups across the 40 acres. Half a century later, we honor their activism and take up their call.

We think it's time.



The Office of the Associate Dean for Equity and Inclusion (OADEI), supported by the Committee for Diversity and Education (CDI), aims to make meaningful and lasting systemic change for the survival, wellness and liberation of Black, Indigenous and other People of Color. We believe that each one of us in the SHSSW community has a role to play. We invite you to join us in the fight for racial and all forms of social justice. Read on to learn how.

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WHAT'S HAPPENING IN 2020–2021?

The CDI has four priority areas this year.

#1 to cultivate equity-minded and anti-racist philosophies and practices among SHSSW **faculty and staff**.


#2 to cultivate **students** who are able to create and navigate an increasingly diverse, inclusive and equitable world.

#3 to cultivate vertical and horizontal **mentorship** that accounts for the unique experiences of *all* students, faculty and staff.

#4 to cultivate a diverse and inclusive **school environment** founded in equitable practices and policies.


#1 For Faculty & Staff

We are developing DEI resources for faculty and staff to deepen knowledge, skills and efficacy in equity-minded practices. Soon, you can expect to see a growing cadre of faculty and staff with practical expertise in DEI.




#2 For Students

We are critically evaluating the SHSSW curricula through the lens of anti-racism. Soon, you can expect to see critical race theory applied across more of your courses; more diverse scholars represented in your coursework; and more intentional discussions on racism and other isms in the classroom.




#3 For Mentors & Mentees

We are redefining mentorship models in recognition of the unique challenges facing historically marginalized SHSSW faculty, staff and students. We are creating new spaces for different members of our community to come together in solidarity.



#4 For our School Community

We are planning more events, communication and visibility on DEI issues; and a system of allies/accomplices ready to stand by, stand with and stand for marginalized members of the SHSSW community.



MEET THE CDI: IN THEIR WORDS



2020-21 CDI Members

Esther Calzada

Yessenia Castro

Namkee Choi

Catherine Cubbin

René Gaitan

Ramón Gómez

Naz Heydarian

Cossy Hough

Carol Lewis

Tamera Linseisen

Sandy Magaña

Yulanda McCarty-Harris

Andrea Montgomery

Angel Morrison

Liz Nowicki

Thea Posel

Diane Rhodes

Monica Rosario

Michele Rountree Lainey

Sevillano

Jinane Sounny-Slitine

Sarah Sloan

Carrie Stephens

Sarah Swords

Mia Vinton

Tanya Voss

"**It's time** to recognize that it's possible to be well-meaning, and also racist. Well-meaning is sometimes the enemy of progress because it prevents people from exploring and dismantling belief systems that are rooted in white supremacy."

"**It's time** to have the hard conversations: the ones that families make rules about not having for the sake of civility and peaceful family gatherings; the ones that make our hearts pound because we know we just "can't win"; the ones that allow us to flex our social justice muscles; the ones that allow us to reclaim a little slice of our own humanity lest we remain complicit in the systemic oppression of Black, Indigenous and other People of Color and other marginalized peoples."

"**It's time** to recognize the privileges we have and educate ourselves about how to use our privileges to create change. Educating yourself takes time and that's ok. Creating safe spaces for vulnerability and learning is critical for raising awareness of the many social justice issues marginalized groups face, and in finding ways to dismantle systematic racism and discrimination."

"**It's time** for faith communities to take a long hard look at their role in perpetuating racism and where appropriate, to seek forgiveness and renewal in the humble work of lifting each other up in justice and love."

"**It's time** to wake up and be the change that's needed."

IT'S (ABOUT) TIME! SHSSW IN 2020

45% of full-time **faculty** and **45%** of **staff** are Black, Indigenous and other people of color.

57% of **BSW** students, **39%** of **MSSW** students, and **68%** of **PhD** students are Black, Indigenous and other people of color.

Dr. Michele Rountree will be the **first Black social work professor** inducted to the UT Academy of Distinguished Teachers.

Dr. Eboni Calbow leads us in an **acknowledgement of the history of SHSSW land.**

WAYS TO GET INVOLVED

#1 deepen your own learning.

#2 become an ally/accomplice/co-conspirator.

#3 join the **CDI or Student Task Force.**

To learn how, contact us: mrosario@utexas.edu or

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